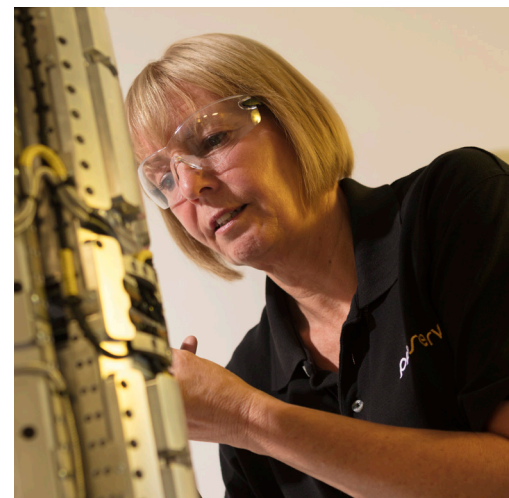
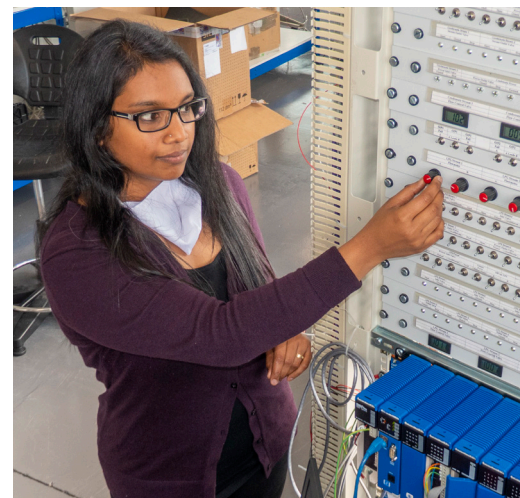


Proserv Gender Pay Gap Report 2023

INTRODUCTION

Proserv is a controls technology company. We provide solutions to clients across the energy sector to maximise production, improve performance and reliability, and extend asset life. A global supplier with 13 locations worldwide, we employ around 810 people.

All UK organisations that employ over 250 employees have been required to report annually on their gender pay gap. This is defined as the difference in average earnings of men and women over a standard time period, regardless of their role seniority.



GENDER PAY REPORTING 2022

GENDER BALANCE AS OF APRIL 2022

78% MALE | 22% FEMALE

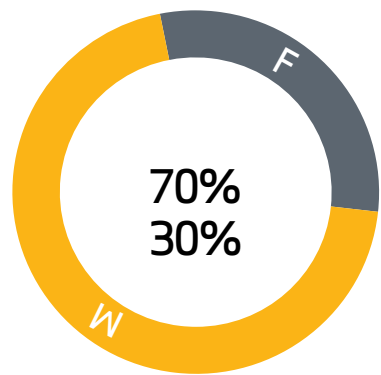


15.64%

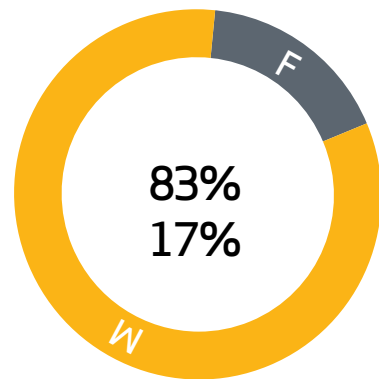
MEAN GENDER
PAY GAP

9.57%

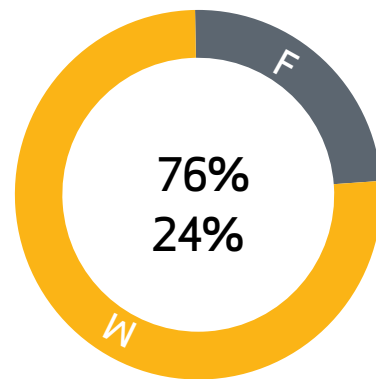
MEDIAN GENDER
PAY GAP



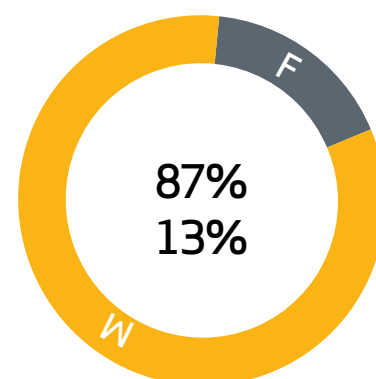
Proportion of men/
women in lower
quartile pay band



Proportion of men/
women in lower middle
quartile pay band



Proportion of men/
women in upper middle
quartile pay band



Proportion of men/
women in upper
quartile pay band

MEAN BONUS PAY GAP | 8.72%
MEDIAN BONUS PAY GAP | 50.77%

The figures opposite provide the calculations for the April 2022 pay period which were stated in April 2023.

We stated 305 UK employees in our 2022 report when this should have been 312.

We had seven employees who had been missed out of the headcount data due to starting/leaving or being absent in the reporting month.

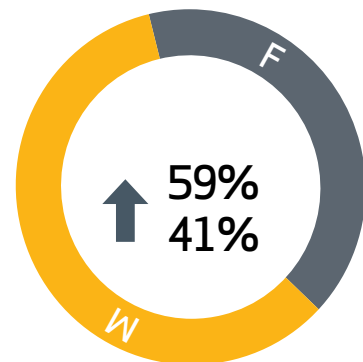
GENDER PAY REPORTING 2023

GENDER BALANCE AS OF APRIL 2023
76% MALE | **24% FEMALE** ↑

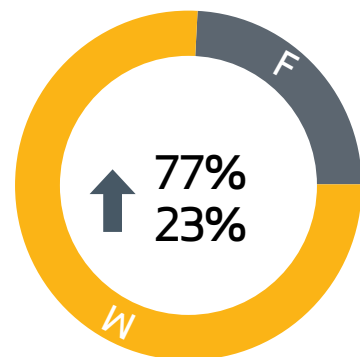


24.77% ↑
 MEAN GENDER
 PAY GAP

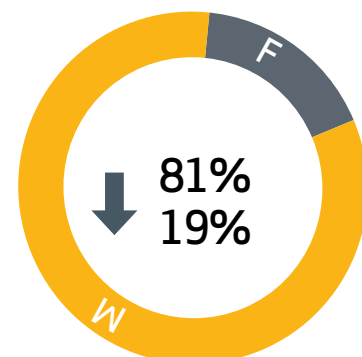
15.88% ↑
 MEDIAN GENDER
 PAY GAP



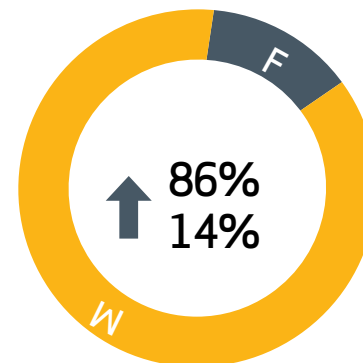
Proportion of men/
 women in lower
 quartile pay band



Proportion of men/
 women in lower middle
 quartile pay band



Proportion of men/
 women in upper middle
 quartile pay band



Proportion of men/
 women in upper quartile
 pay band

MEAN BONUS PAY GAP | 65.41%
 MEDIAN BONUS PAY GAP | 88.57%

The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) requires Proserv to publish information in ten defined categories, to illustrate the difference between the average earnings of men and women in our organisation.

Having run our calculations for the April 2023 pay period, the results are provided opposite.

The arrows indicate how the percentage of female employees in four defined categories has altered in the period from April 2022 to April 2023.

KEY FINDINGS

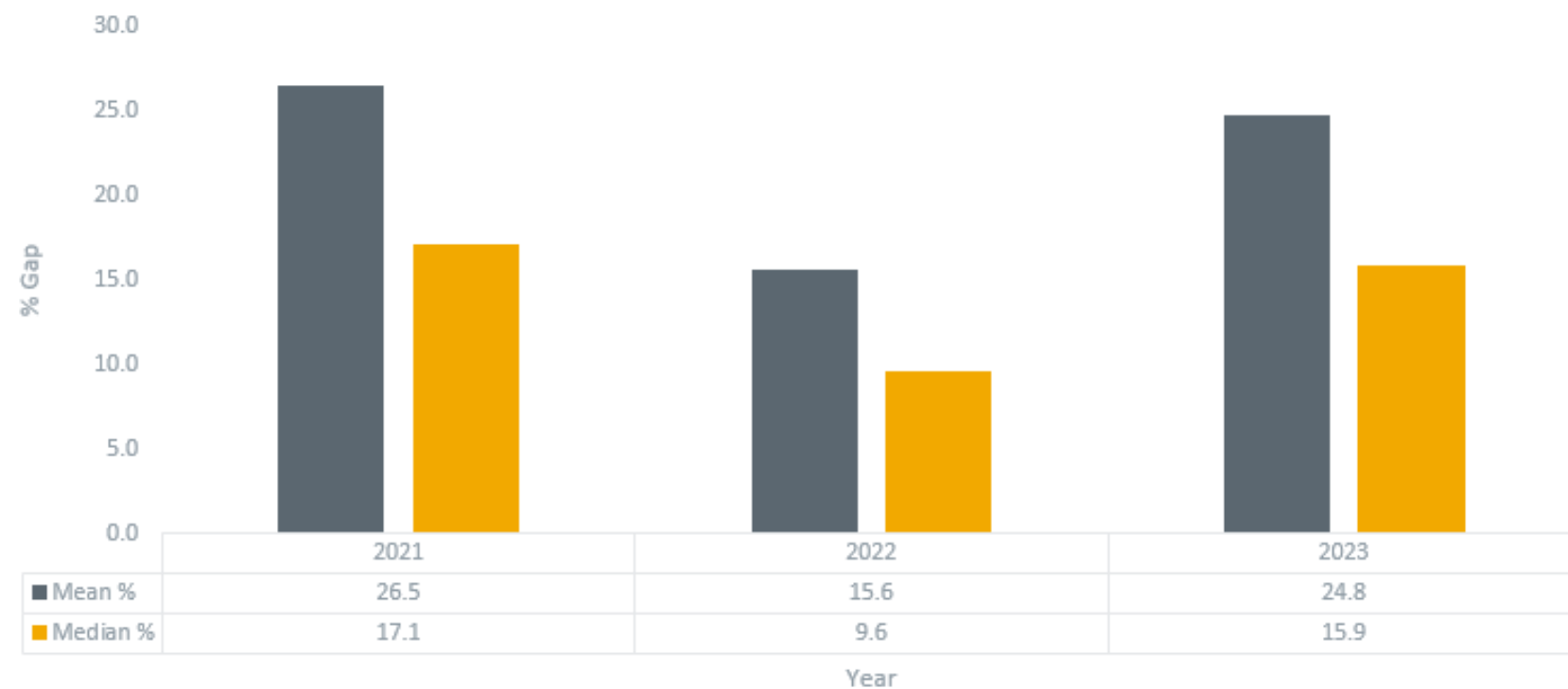
The key findings in the Gender Pay Gap Report 2023 are as follows:

Employee numbers

Our headcount has increased by 5% in April 2023 from April 2022.

Gender pay gap

The below chart demonstrates how our gender pay gap has moved over the previous years of reporting. 2022 showed a reduction in our gap, partly due to a senior position being held by a female employee in that year. Proserv is committed to ensuring that fair recruitment and selection processes are followed, and we ensure that equal work is rewarded with equal pay.



KEY FINDINGS

Gender balance

Proserv believes that its gender pay gap is brought about primarily by a gender imbalance in the organisation and one that has been difficult to address when our recruitment sources are primarily male applicants. Across our industry we see more males in technical and engineering roles which make up the majority of our workforce. When we compare our gender balance percentages from 2022 to 2023, the percentage of male and female employees remains similar with 76% males and 24% females, and these are similar ratios that we see across our industry.

Pay gap movement within quartiles

The proportion of female employees in the lower quartile has risen this year from 30% in 2022 to 41% in 2023. Similarly, in the lower middle quartile the number of female employees has increased from 17% in 2022 to 23% in 2023. In the upper middle quartile we see a drop from 24% to 19%, and in the top quartile, there is not much movement from 13% in 2022 to 14% in 2023.

Bonus gap

The mean bonus gap this year has risen to 65.41%, with a median bonus gap of 88.57%.

Pay practices

We review our pay awards and rewards packages (including bonus schemes) annually to ensure that these are linked to performance and all employees are treated fairly and equally. In 2023, the annual salary review process went ahead in May.

KEY FINDINGS

Equal pay for work of equal value

Whilst not having conducted a full job evaluation exercise, we assess rates of pay across our workforce as part of the annual salary review. Proserv remains confident that its gender pay gap is not an equal pay issue, i.e. we believe that our people doing the same or similar work are paid within a salary range that is applicable to the work undertaken, and any disparity between actual pay rates between men and women can be accounted for by range of competencies, experience and abilities.

Flexible working

We will continue to support our flexible working policy for all roles in the organisation, with a focus on making any reasonable adjustments to enable equality of opportunity for all our employees. In 2023, we received seven flexible working requests which were accepted.

Recruitment and selection

We continue to monitor recruitment applications for all vacancies, both internal and external, irrespective of level or grade to ascertain:

- The percentage of female applicants to male applicants
- The ratio of female and male appointments when compared to overall applicant numbers

Proserv received 2,365 applications for positions advertised in 2023. 1,894 (80%) were male applicants, 443 (19%) were female applicants, with 28 (1%) applicants not disclosing their gender.

UPDATE ON OUR ACTION PLAN

We filled 47 positions in 2023, 36 (77%) were filled by males and 11 (23%) were filled by females.

Conclusions

- The makeup of our workforce is heavily weighted in favour of males, with 76% of our UK workforce being male
- The percentage of females appointed to roles is higher than the percentage of females applying

Actions

Recruitment and selection

We believe that our recruitment and selection policy and process are gender neutral by design and recruitment adverts are worded in that manner. We do not encourage applications from one sex or the other and recruiting managers are not advised of an applicant's gender (gender is gathered for statistical purposes only and applicants are advised of this).

- We are currently introducing a new applicant tracking system which uses AI to renew wording of our job adverts to ensure neutral text, supporting inclusivity
- We continue to provide guidance and support to our hiring managers, and this year we have introduced a new training portal which will include unconscious bias, and diversity, equity and inclusion training for managers

We apply recruitment procedures based on competency assessments and objective

UPDATE ON OUR ACTION PLAN

candidate scoring systems, which are free from bias of any sort and to which recruiting managers are held accountable.

Promotion of the STEM industry to females

We will continue our efforts to work with schools, colleges, universities, and employer forums to promote the science, technology, engineering and mathematics (STEM) sector as a viable career option for both females and males.

We are working alongside a local school to support school leavers with developing their interview skills - we will use this opportunity to promote STEM careers for female students.

In preparation for our 2024 apprentice intake, we will review our promotional material and set targets to ensure gender equality.

Information and training

To coincide with the publication of our gender pay gap report we will:

- Connect with our line managers to help them understand our gender pay gap findings and equip them with the information and skills needed to move forwards with our action plan, including rolling out new training courses
- Liaise with our Employee Representatives Forum to widen understanding of our report and equip its members with the knowledge needed to further support any employees who believe they have been adversely affected

STATEMENT OF COMMITMENT

I confirm the gender pay gap analysis contained in this report is accurate and signifies the commitment of the Proserv UK management team to the action plan submitted with it.

Davis Larssen
Chief Executive Officer
April 2024

